

National Compensation Survey

Technical Note

The National Compensation Survey (NCS) program provides information on the average hourly earnings for occupational groups and individual occupations for approximately 80 metropolitan areas and 70 nonmetropolitan counties. The survey covers establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, and public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services); and State and local governments. Agriculture, private households, and the Federal government are excluded from the survey.

Survey design

For each survey area, the first stage of sample selection employs a technique that uses a probability proportional to employment size to select the sample of establishments to be studied. That is, larger establishments, in terms of employment size, will have a greater chance of selection than smaller establishments. Weights are then applied to each establishment so that the data collected can represent units of similar industry and employment size, which were not selected for collection. The second stage of sample selection is a probability sample of occupations within a sampled establishment. As with the selection of establishments, the selection of jobs within an establishment is also through sampling using probability proportional to size. Jobs are then classified into occupations based on their duties. A selected job may fall into any one of about 480 occupational classifications. In the last step, the work level of each selected occupation is determined using a "generic leveling" process. Using identical criteria, generic leveling ranks and compares all occupations based on duties and responsibilities.

Presentation of data

The individual survey bulletins provide tabulations on the earnings of workers in a variety of occupational groups,

specific occupations, and a wide range of work levels. Also contained in the bulletins are information on the NCS program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology. Earnings are defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following forms of payments are not considered part of straight-time earnings: shift differentials, premium pay for overtime, holidays, and weekends; bonuses not directly tied to production; uniform and tool allowances; free room and board; and payments, such as tips, made by third parties.

Metropolitan areas

All agencies that collect and publish data for metropolitan areas use the most recent definitions of metropolitan areas established by the Office of Management and Budget. A Metropolitan Statistical Area (MSA) is defined in terms of entire counties, except in the six New England States where they are defined in terms of cities and towns. If an area has a population greater than one million and meets certain other requirements specified in the *Federal Register*, it is termed a Consolidated Metropolitan Statistical Area (CMSA).

Additional information

For additional information regarding the NCS, please contact the Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6220. The data are also available on the Internet's World Wide Web through the BLS site: <http://stats.bls.gov/comhome.htm> Data are in three formats: an ASCII file containing the exact published table formats; an ASCII file containing positional columns of data for easy manipulation as a data base or spreadsheet; and a Portable Document Format containing the entire bulletin.

Table C-1. Hourly earnings¹ for selected occupations, all workers ², all industries, Huntsville, AL, December, 1996

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$14.97	\$5.71	\$7.67	\$12.61	\$19.45	\$27.81
All occupations excluding sales	15.29	6.00	8.00	13.00	19.75	28.02
White-collar occupations	18.45	7.05	10.32	16.63	25.00	31.50
White-collar occupations excluding sales	19.56	8.40	11.95	17.94	25.71	32.33
Professional specialty and technical occupations	21.40	11.60	15.38	20.53	26.51	31.95
Professional specialty occupations	23.72	14.41	18.21	22.95	28.40	33.92
Engineers, architects, and surveyors	25.17	15.75	19.25	23.78	30.06	37.12
Electrical and electronic engineers	23.82	17.00	19.07	21.87	28.65	33.30
Industrial engineers	24.83	—	—	—	—	—
Mechanical engineers	23.89	—	—	—	—	—
Mathematical and computer scientists	26.25	15.50	21.53	27.07	30.48	34.90
Computer systems analysts and scientists	26.83	15.50	22.62	27.86	30.94	34.90
Natural scientists	—	—	—	—	—	—
Health related occupations	21.33	14.33	16.78	20.34	22.84	29.44
Registered nurses	20.85	15.08	17.50	20.34	21.90	25.65
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	23.22	18.21	19.87	23.66	26.28	28.40
Elementary school teachers	23.56	—	—	—	—	—
Librarians, archivists, and curators	14.50	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	11.21	—	—	—	—	—
Recreation workers	10.17	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	15.85	—	—	—	—	—
Technical occupations	14.51	8.16	11.13	13.87	17.48	22.12
Licensed practical nurses	10.33	—	—	—	—	—
Health technologists and technicians, N.E.C.	8.54	—	—	—	—	—
Electrical and electronic technicians	13.51	8.87	10.33	12.83	16.76	19.33
Engineering technicians, N.E.C.	17.66	—	—	—	—	—
Drafters	14.14	—	—	—	—	—
Chemical technicians	12.96	—	—	—	—	—
Computer programmers	19.11	—	—	—	—	—
Executive, administrative, and managerial occupations ...	25.73	13.49	16.67	24.04	31.68	37.64
Executives, administrators, and managers	—	—	—	—	—	—
Administrators and officials, public administration	19.66	—	—	—	—	—
Managers and administrators, N.E.C.	31.52	18.05	24.50	31.80	36.45	43.75
Management related occupations	18.48	11.54	13.67	17.00	21.91	28.01
Accountants and auditors	18.64	—	—	—	—	—
Other financial officers	19.33	—	—	—	—	—
Management analysts	19.34	—	—	—	—	—
Personnel, training, and labor relations specialists	19.04	—	—	—	—	—
Purchasing agents and buyers, N.E.C.	12.97	—	—	—	—	—
Management related occupations, N.E.C.	20.79	—	—	—	—	—
Sales occupations	10.48	5.00	5.65	7.75	11.70	20.42
Supervisors, sales occupations	14.94	8.95	11.30	12.60	18.60	23.87
Sales workers, hardware and building supplies ...	8.91	—	—	—	—	—
Sales workers, other commodities	7.45	4.90	5.20	6.30	8.75	11.29
Cashiers	6.67	4.75	5.25	6.10	7.50	9.50
Administrative support occupations, including clerical	9.95	6.26	7.63	9.15	11.86	14.40
Secretaries	10.82	7.57	8.46	10.74	13.77	13.97
Typists	12.20	—	—	—	—	—
Receptionists	7.26	—	—	—	—	—
Order clerks	9.38	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	9.81	7.00	8.16	9.90	11.38	12.84
Dispatchers	10.41	—	—	—	—	—
Production coordinators	12.18	—	—	—	—	—
Traffic, shipping and receiving clerks	9.44	—	—	—	—	—
Stock and inventory clerks	9.62	—	—	—	—	—
Investigators and adjusters except insurance	8.69	—	—	—	—	—
General office clerks	7.99	6.00	6.26	7.76	9.45	10.10
Bank tellers	7.05	—	—	—	—	—
Data entry keyers	7.98	—	—	—	—	—
Administrative support occupations, N.E.C.	10.00	—	—	—	—	—

See footnotes at end of table.

Table C-1. Hourly earnings¹ for selected occupations, all workers ², all industries, Huntsville, AL, December, 1996 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Blue-collar occupations	\$11.67	\$5.58	\$7.00	\$10.56	\$16.05	\$19.33
Precision production, craft, and repair occupations	12.57	5.38	6.86	11.45	17.69	22.17
Supervisors, mechanics and repairers	20.99	—	—	—	—	—
Industrial machinery repairers	18.12	—	—	—	—	—
Electronic repairers, communications and industrial equipment	12.78	—	—	—	—	—
Mechanics and repairers, N.E.C.	12.55	—	—	—	—	—
Supervisors, production occupations	18.37	12.43	14.26	16.91	22.88	25.85
Machinists	14.03	—	—	—	—	—
Inspectors, testers, and graders	10.75	—	—	—	—	—
Machine operators, assemblers, and inspectors	12.12	6.30	7.31	10.80	18.77	19.33
Punching and stamping press operators	9.96	—	—	—	—	—
Fabricating machine operators, N.E.C.	9.55	—	—	—	—	—
Miscellaneous machine operators, N.E.C.	12.39	6.45	8.58	11.05	15.01	19.75
Welders and cutters	16.75	—	—	—	—	—
Assemblers	12.17	6.00	7.50	10.00	19.21	19.21
Production inspectors, checkers and examiners ..	10.04	6.00	6.41	6.64	15.91	19.51
Transportation and material moving occupations	10.79	6.00	7.75	10.63	13.21	15.60
Truck drivers	10.94	7.50	8.00	10.60	13.21	15.60
Industrial truck and tractor equipment operators ..	11.39	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.34	5.50	6.00	7.63	10.42	11.94
Construction laborers	8.19	—	—	—	—	—
Production helpers	9.17	—	—	—	—	—
Stock handlers and baggers	7.69	4.80	5.50	7.00	10.68	12.60
Freight, stock, and material handlers, N.E.C.	8.76	5.00	6.00	8.89	10.67	10.91
Vehicle washers and equipment cleaners	11.68	—	—	—	—	—
Hand packers and packagers	6.57	—	—	—	—	—
Laborers except construction, N.E.C.	7.81	—	—	—	—	—
Service occupations	7.46	4.75	5.40	6.26	8.65	12.08
Protective service occupations	12.12	5.50	8.94	11.55	15.27	17.65
Guards and police except public service	7.18	—	—	—	—	—
Food service occupations	—	—	—	—	—	—
Waiters and waitresses	3.14	—	—	—	—	—
Cooks	6.75	—	—	—	—	—
Kitchen workers, food preparation	8.63	—	—	—	—	—
Food preparation occupations, N.E.C.	5.42	—	—	—	—	—
Health service occupations	6.42	5.50	6.00	6.25	6.75	7.55
Nursing aides, orderlies and attendants	6.44	5.50	6.00	6.25	6.75	7.56
Cleaning and building service occupations	6.37	4.75	5.02	5.67	6.67	8.65
Maids and housemen	5.08	—	—	—	—	—
Janitors and cleaners	6.46	4.75	5.30	5.90	7.00	8.65
Personal service occupations	6.03	—	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers.

Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table C-2. Mean hourly earnings¹ by occupational group and level², Huntsville, AL, December, 1996

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
All occupations	\$14.97	\$14.74	\$15.79	\$15.38	—
All occupations excluding sales	15.29	15.12	15.88	15.54	—
White-collar occupations	18.45	18.47	18.37	19.08	—
Level 1	5.95	5.74	—	6.56	\$5.21
Level 2	7.90	8.06	7.46	8.09	6.47
Level 3	8.05	7.62	9.72	8.73	5.86
Level 4	9.90	9.83	10.26	10.07	7.43
Level 5	12.59	12.68	12.23	12.64	9.04
Level 6	15.02	13.26	16.51	15.08	—
Level 7	18.60	16.69	21.28	18.71	—
Level 8	20.48	20.59	20.26	20.67	14.78
Level 9	24.40	24.17	25.96	24.42	—
Level 10	26.63	25.88	—	26.63	—
Level 11	29.44	29.85	—	29.44	—
Level 12	35.15	34.86	37.00	35.41	—
Level 13	36.73	36.73	—	36.73	—
Level 14	44.11	44.11	—	44.11	—
Not able to be leveled	23.91	26.40	—	23.31	—
White-collar occupations excluding sales	19.56	19.94	18.56	19.75	—
Level 1	6.68	6.01	—	6.99	—
Level 2	7.90	8.06	7.46	8.09	6.39
Level 3	8.95	8.69	9.57	9.01	—
Level 4	10.24	10.24	10.26	10.38	7.72
Level 5	12.59	12.69	12.23	12.63	—
Level 6	15.16	13.36	16.51	15.22	—
Level 7	—	16.80	21.28	—	—
Level 8	20.57	20.72	20.26	20.76	14.78
Level 9	24.43	24.21	25.96	24.45	—
Level 10	26.48	25.62	—	26.48	—
Level 11	29.82	30.37	—	29.82	—
Level 12	—	—	37.00	—	—
Level 13	36.73	36.73	—	36.73	—
Level 14	44.11	44.11	—	44.11	—
Not able to be leveled	25.00	29.04	—	—	—
Professional specialty and technical occupations	21.40	22.24	19.79	21.52	17.57
Professional specialty occupations	23.72	25.37	21.05	23.79	21.24
Level 5	12.87	13.33	—	12.85	—
Level 6	16.25	13.81	16.69	16.30	—
Level 7	20.89	18.25	22.78	20.95	—
Level 8	21.46	—	20.98	21.74	—
Level 9	25.69	25.88	—	25.73	—
Level 10	26.58	25.32	—	26.58	—
Level 11	27.99	27.99	—	27.99	—
Level 12	33.18	32.16	—	33.02	—
Level 13	35.73	35.73	—	35.73	—
Engineers, architects, and surveyors	25.17	25.33	—	25.17	—
Level 7	19.32	19.60	—	19.32	—
Level 9	25.66	25.66	—	25.66	—
Level 11	27.57	27.57	—	27.57	—
Level 12	33.47	33.47	—	33.47	—
Mathematical and computer scientists	26.25	26.88	—	26.25	—
Level 9	26.18	26.18	—	26.18	—
Level 10	26.98	26.98	—	26.98	—
Natural scientists	—	—	—	—	—
Health related occupations	21.33	19.73	21.65	20.65	28.96
Level 8	18.34	23.01	—	17.63	—
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	23.22	—	—	23.38	—
Level 7	23.18	—	—	23.44	—
Librarians, archivists, and curators	14.50	—	14.50	—	—
Social scientists and urban planners	—	—	—	—	—
Social, religious, and recreation workers	11.21	—	—	11.56	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	15.85	19.48	—	14.73	—

See footnotes at end of table.

Table C-2. Mean hourly earnings¹ by occupational group and level², Huntsville, AL, December, 1996
— Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Technical occupations	\$14.51	\$14.85	\$13.30	\$14.66	\$10.91
Level 4	10.18	10.09	—	10.40	—
Level 5	13.33	13.44	—	13.33	—
Level 6	13.24	13.39	—	13.38	—
Level 7	15.00	14.59	—	15.00	—
Level 8	18.48	19.26	—	18.69	—
Level 9	19.57	19.57	—	19.57	—
Executive, administrative, and managerial occupations ...	25.73	—	25.93	25.88	—
Level 6	12.47	12.47	—	12.47	—
Level 7	16.57	16.62	—	17.26	—
Level 8	19.98	20.07	—	19.98	—
Level 9	23.92	22.77	—	23.92	—
Level 10	26.05	—	—	26.05	—
Level 11	32.90	36.48	—	32.90	—
Level 12	38.66	40.05	—	39.58	—
Level 13	38.35	38.35	—	38.35	—
Executives, administrators, and managers	—	—	26.70	—	—
Level 8	22.95	—	—	22.95	—
Level 9	26.52	—	—	26.52	—
Level 11	33.86	39.39	—	33.86	—
Level 12	39.58	41.30	—	39.58	—
Level 13	39.02	39.02	—	39.02	—
Management related occupations	18.48	18.39	—	18.43	—
Level 6	12.40	12.40	—	12.40	—
Level 7	17.66	17.66	—	17.66	—
Level 8	18.54	18.64	—	18.54	—
Level 9	20.25	20.09	—	20.25	—
Level 11	27.85	27.85	—	27.85	—
Sales occupations	10.48	10.53	—	12.42	5.79
Level 1	5.61	5.63	—	6.18	5.17
Level 3	6.93	6.61	—	8.03	5.82
Level 4	8.35	8.35	—	8.56	6.92
Level 5	12.61	12.61	—	12.67	—
Level 7	16.28	16.28	—	16.28	—
Level 8	16.29	16.29	—	16.29	—
Administrative support occupations, including clerical	9.95	9.96	9.94	10.12	6.77
Level 1	6.68	6.01	—	6.99	—
Level 2	7.86	7.83	—	8.08	6.39
Level 3	8.98	8.72	9.57	9.02	—
Level 4	10.29	—	10.25	10.37	—
Level 5	12.05	12.15	—	12.16	—
Level 6	13.41	13.41	—	13.41	—
Level 7	14.46	15.02	—	14.63	—
Blue-collar occupations	11.67	11.57	12.82	11.79	—
Level 1	6.34	6.12	—	6.40	—
Level 2	8.07	8.05	—	8.07	—
Level 3	12.51	12.68	—	12.59	—
Level 4	9.21	9.11	—	9.10	—
Level 5	13.47	13.67	12.24	13.51	—
Level 6	14.40	14.84	—	14.40	—
Level 7	17.63	17.44	18.93	17.64	—
Level 9	21.21	20.73	—	21.21	—
Precision production, craft, and repair occupations	12.57	12.08	16.21	12.70	—
Level 3	7.65	7.65	—	7.65	—
Level 4	8.75	8.69	—	8.75	—
Level 5	12.67	12.76	—	12.70	—
Level 6	13.99	14.54	—	13.99	—
Level 7	17.69	17.42	18.93	17.70	—
Level 8	19.78	—	—	19.78	—
Level 9	21.21	20.73	—	21.21	—
Machine operators, assemblers, and inspectors	12.12	12.14	—	12.19	—
Level 1	6.25	6.25	—	6.20	—
Level 2	8.16	8.16	—	8.16	—

See footnotes at end of table.

Table C-2. Mean hourly earnings¹ by occupational group and level², Huntsville, AL, December, 1996
— Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)					
Machine operators, assemblers, and inspectors (-Continued)					
Level 3	\$13.52	\$13.58	—	\$13.57	—
Level 4	9.35	9.35	—	9.35	—
Level 5	14.46	14.46	—	14.46	—
Transportation and material moving occupations	10.79	—	\$10.32	10.77	—
Level 2	7.14	7.14	—	7.14	—
Level 3	8.67	9.14	—	8.86	—
Level 4	9.61	8.56	—	8.46	—
Handlers, equipment cleaners, helpers, and laborers	8.34	8.22	9.13	8.50	\$5.54
Level 1	7.10	6.87	—	7.28	5.50
Level 2	8.36	8.28	—	8.38	—
Level 3	9.14	8.87	—	9.22	—
Level 4	8.73	8.73	—	8.73	—
Level 5	12.38	12.38	—	12.38	—
Service occupations	7.46	5.72	9.86	7.69	—
Level 1	6.18	5.68	7.11	6.28	5.69
Level 2	—	5.75	—	—	5.60
Level 4	11.21	7.46	—	11.30	—
Level 7	13.23	—	—	—	—
Protective service occupations	12.12	7.21	13.24	12.17	—
Level 4	12.97	—	—	—	—
Level 7	13.23	—	—	—	—
Food service occupations	—	5.10	8.56	—	5.24
Level 1	6.40	5.67	—	6.63	—
Level 2	8.57	4.58	—	9.10	—
Level 3	4.01	3.86	—	4.13	—
Health service occupations	6.42	6.29	—	6.43	—
Level 1	6.28	—	—	—	—
Level 3	6.63	—	—	—	—
Cleaning and building service occupations	6.37	6.07	7.05	6.41	6.00
Level 1	6.07	5.71	6.75	6.12	—
Level 2	6.26	6.26	—	5.85	—
Personal service occupations	6.03	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."